

Draft Program
National Organization of Professional Hispanic
Natural Resource Conservation Employees
11th Annual Training Conference
June 21-24, 2004
Sacramento, California

Bringing Diversity to the Nation's Conservation Needs

The theme of this year's conference showcases the value of diversity in our efforts to conserve our nation's natural resources. It is important that, as the diversity of the nation's landowners and operators grows, an equally diverse workforce provides technical assistance.

NOPHNRCSE is proud of the contributions it provides through NRCS and USDA to the nation's conservation efforts.

Monday - June 21, 2004

8:00 – 4:30	HEPM Training Conference	National Hispanic Emphasis Program Manager
8:00 – 4:30	Pre-Conference Workshop – ArcGIS, Steven Nechero and Dwaine Daniels, NCGC, Forth Worth, TX	River View
12:00 – 4:00	NOPHNRCSE Conference Registration	Conference Hotel Foyer

Monday - June 21, 2004 - Evening

5:30 – 6:30	Welcome Social	Diablo/El Dorado/Fresno
6:30 – 8:30	NOPHNRCSE Business Meeting	Diablo/El Dorado/Fresno Pedro Ramos, President

7:00 am – 1:00 pm	NOPHNRCSE Conference Registration	Conference Hotel Foyer
8:00 – 9:05	Opening Ceremonies <ul style="list-style-type: none">• Presentation of Colors – Girl Scouts, Tierra Del Oro Council (Sacramento Metro Area)• Welcome to the Conference - Pedro Ramos, NOPHNRCSE President• Governor of California (Invited)• Welcome to California - Chuck Bell, CA State Conservationist• Bruce Knight, NRCS Chief Message from Employee Organization Presidents	Diablo/El Dorado/ Fresno
9:05 - 9:30	<ul style="list-style-type: none">• William Hunt, President, NOPBNRCSE• Bert Cabalsi, Executive Vice President, APIO• Sharon Nance, Representative, AI/AN• Sandra Macías, President, Forest Service Hispanic Association (Invited)	
9:30-9:45 – Break		
9:45 – 10:00	Message from Organization Partners <ul style="list-style-type: none">• Sharon Ruggi, President Resource Conservation & Development Councils• Nadine Scott, California Association of Resources Conservation Districts (CARCD)	Diablo/El Dorado/ Fresno
10:00 – 11:00	<ul style="list-style-type: none">• Panel – Conservation Needs of Hispanic Landowners – A Perspective	Diablo/El Dorado/ Fresno
11:00 – 12:00	Challenges and Barriers to working with Small Farmers - Sharon Nance, Rural Sociologist	Moderator: Daniel Mountjoy General Session
12:00 – 1:00	Buffet Lunch Keynote Speaker: Sandra Robbie, KOCE, Santa Ana, California	California/Calaveras/ Balboa

Tuesday - June 22	Afternoon	Moderator: TBD
1:15 – 2:15	Identifying and Understanding Critical Needs for the Small Farmer/Rancher for the New Century	Diablo/El Dorado/ Fresno
2:30 – 5:00	Concurrent Training Sessions	Breakout Rooms
	First Round:	
	2:30 – 3:30 – <i>XP Operating System</i> - Luis Gamboa, ITC	River View
	2:30 – 4:00 – <i>GPS Technology in the Field</i>	City View
	2:30 – 3:30 – <i>Progress Reporting System New Developments</i> - Ken Tootle, Natural Resource Manager, Fort Worth, TX	Hermosa
	2:30 – 3:30 – <i>Documentary: Mendez vs. Westminster: For all the Children/ Para Todos los Niños</i> – Sandra Robbie, Film Maker	Granada
	2:30 – 3:30 – <i>Farm Bill – Conservation Security Program</i>	Calaveras
	2:30 – 4:30 – <i>Alternative Dispute Resolution</i> (2 hour workshop) – Janis Lewis, NRCS ADR Specialist	Balboa
	2:30 – 3:30 – <i>Exhibits & Posters w/Authors See List on Page 8</i>	Conference Hotel Foyer
	Second Round:	
	3:40 – 4:40 – <i>XP Operating System</i> - Luis Gamboa, ITC	River View
	4:10 – 5:30 – <i>GPS Technology in the Field</i>	City View
	3:40 – 4:40 – <i>Customer Service Toolkit – Next Generation</i> - James Ramsey, National Toolkit Coordinator, NHQ	Hermosa
	3:40 – 4:40 – <i>Documentary: Mendez vs. Westminster: For all the Children/ Para Todos los Niños</i> – Sandra Robbie, Film Maker	Granada
	3:40 – 4:40 – <i>Farm Bill – Conservation Security Program</i> – (Speaker to be determined)	Calaveras
	3:40 – 4:40 – <i>Exhibits & Posters w/Authors - See List on Page 8</i>	Conference Hotel Foyer
Tuesday - June 22	Evening	
6:00 – 7:00 Social	Pre-Auction Social	John Q. Hammonds Ballroom
7:00 – 9:00	Scholarship Auction	John Q. Hammonds Ballroom

Wednesday - June 23	Morning	Moderator: TBD
7:00-8:00	State Conservationist Breakfast, Chuck Bell, State Conservationist, California	California
8:00 – 4:30	ArcGIS for USDA Service Center Agencies - Steven Nechero and Dwaine Daniels, NCGC, Forth Worth, TX (First day of a two-day workshop)	River View
8:00 – 9:00	Diversity and Change: Formula for Success in the 21st Century - Byron Kunisawa, Cultural Solutions, Inc.	Diablo/El Dorado/ Fresno
9:00 – 10:00	Concurrent Sessions: Members Technical Paper Presentations	Breakout Rooms
	9:00 – 10:00	
	<i>Participatory Watershed and Conservation GIS: Lessons Learned from the Peruvian Andes – Craig Ficenece</i>	Hermosa
	<i>Inexpensive, Small Scale Technology to Improve Access to Water Supplies in El Salvador – John Moore</i>	
	<i>National Wetland Mitigation Action Progress Report – Albert Cerna Jr.</i>	Granada
	<i>Optimizing Irrigation Scheduling and System Performance – Arturo Carvajal and Simon Eching</i>	
	<i>Conservation Needs of Hispanic Farm Workers: The Oasis Area Watershed Case – Madalene M. Ransom</i>	Calaveras
	<i>How to Increase Assistance to Minorities in a Virtual Urban Community with Rural Area Values – Mary Sanchez</i>	
	<i>Rehabilitation of the NRCS Small Watershed Dams – Arthur M. Brate</i>	Balboa
	<i>Southwest Michigan Minority Farmer: A Partnership Outreach Effort - Christina Coulon & Barbara James Norman</i>	
	<i>Exhibits & Posters (with authors) See List on Page 8</i>	Conference Hotel Foyer
10:00 – 10:15 - Break		

10:15 – 11:15	Concurrent Sessions: Members Technical Paper Presentations	Breakout Rooms
	10:15 -11:15	
	<i>The Role of the Wildlife Habitat Management Institute in Fish and Wildlife Technology and Training within NRCS – Pete Heard</i>	Hermosa
	<i>Use of Mobile Irrigation Labs in Urban Agricultural Land for Water Conservation – Gregorio Cruz</i>	
	<i>Working with Limited Resource Farmers Receiving EQIP Assistance in Northwestern Area of Puerto Rico – Jorge Ruiz</i>	Granada
	<i>Irrigation Scheduling – Ruben Perez</i>	
	<i>International Conservation –Manuel Ayala (Note this is a 1 hour session</i>	Calaveras
	<i>Exhibits & Posters (with authors) – See List on Page 8</i>	Conference Hotel Foyer
11:15 – 11:30	Break (Attendees change for tour)	
11:30 – 12:00	Lunch (Boxed lunch will be provided)	Diablo/El Dorado/ Fresno
	Conservation Tour Kickoff and Box Lunch – Presentation by CA State Conservationist, Chuck Bell	
12:30 – 5:00	Conservation Tours	Buses will be loading from Hotel Main Entrance
	Yolo & Sacramento Counties	

Wednesday - June 23

Evening

Free - Enjoy discovering Sacramento. See the local sites, dinning, entertainment, baseball etc.

Thursday - June 24		
Morning		Moderator: TBD
8:00 – 4:30	ArcGIS for USDA Service Center Agencies – Steven Nechero and Dwaine Daniels, NCGC, Forth Worth, TX (Second day of two-day workshop)	River View
8:00 – 8:45	Cultural Competency at NRCS – Kathie Starkweather, Rural Sociologist, Northern Plains Region	Diablo/El Dorado/ Fresno
8:45 – 9:30	Workforce Planning, 2004-2008 - Karen Karlinchak, Director, Human Resources Division, NHQ	Diablo/El Dorado/ Fresno
9:30 - 10:15	National Civil Rights Committee – Rosendo Treviño III – Chairman	Diablo/El Dorado/ Fresno
10:15 – 10:30 - Break		
10:30 – 11:30	Unconscious Discrimination - Kathie Starkweather, Rural Sociologist, Northern Plains Region	Diablo/El Dorado/ Fresno
11:30 – 12:30	Lunch on your own	
Thursday - June 24		
Afternoon		Moderator: TBD
12:45 – 1:45	Conservation in California – A Producers Story John H. Anderson, Allen Garcia – Producers Alan Forkey – NRCS	Diablo/El Dorado/ Fresno
1:50 – 4:00	Concurrent Sessions	Breakout Rooms
	First Round – 1:50 – 2:50 Second Round – 3:00 – 4:00	
	<i>Agriculture & Air Quality</i> - John Beyer, State Air Quality Coordinator, NRCS, CA	Granada
	<i>Flexible Spending Account or Planning for your Retirement (Speaker to be determined)</i>	Hermosa
	<i>New IT Developments</i> - Jack Carlson, Director, ITC	Calaveras
	<i>Soil Data Warehouse/Data Mart</i> – Karl Hipple, National Soil Survey Center, Lincoln, NE	City View
	<i>Trends in GIS Technology</i> - Tony Kimmet, NCGC	Balboa
4:10 – 4:30	Conference Closeout	Diablo/El Dorado/ Fresno
Thursday - June 24		
Evening		MC: TBD
6:00 – 7:00	Social	Diablo/El Dorado/ Fresno/ California

7:00 – 8:30	Awards Banquet	Diablo/El Dorado/ Fresno/ California
	Key Note Speaker - Dr. Elsa A. Murano, Undersecretary Food Safety, USDA, Co-Chair SHAC	
8:30 – 12:00	Dance: Orquesta La Familia	Diablo/El Dorado/ Fresno/ California

Exhibits / Poster Presentations

Title	Author/Presenter
<i>Conservation and Diversity in the Garden State</i>	Maria Collazo
<i>Buck Creek Watershed: An Exceptional Stream Corridor</i>	Maridely Loyselle
<i>Tools and Technologies available for Rangeland Management Outreach and Education</i>	Tony Garcia
<i>Effects of Hillslope Farming on the Soil and Water Resources in the Talgua River Watershed of Honduras – One Man's Work to Link Technical Research to Sustainability for People with Limited Resources</i>	Donald Hanson
<i>Service offered by a Soil Conservationist in South Puerto Rico</i>	Ismael Matos
<i>California Partners in Flight / Compañeros de Vuelo</i>	Karen Fullen
<i>Learning to Sustain Ecological Processes on Working Lands</i>	Pete Heard
<i>Use of a Wide Variety of Local Partners to Implement Local Conservation Projects</i>	Paul McQuade
<i>The Where To's & The What For's: NASIS, Staging Server, Soil Data Warehouse, Soil Data Mart and eFOTG</i>	Milton Cortes
<i>Carbon Sequestration: The Potential of Vegetation to Sequester Carbon and Reduce Global Warming</i>	Homer Sanchez
<i>Exhibit: National Cartographic and Geospatial Center, Fort Worth, TX</i>	Tony Kimmet
<i>Exhibit: NRCS California State Office: Personnel, Public Affairs, Civil Rights Committee</i>	CA Employees
<i>Exhibit: National Earth Team Volunteer Program</i>	Michelle Eginore
<i>Exhibit: Hispanic Association of Colleges and Universities</i>	Sylvia Jenkins

Concurrent Training Sessions Workshop Descriptions

The following concurrent sessions will be conducted on two separate days: Tuesday, June 22 (PM) and Thursday, June 24 (PM).

1	<p>Introduction to ArcGIS 1 (NCGC)</p> <p>Note: this workshop can only accommodate 16 participants. Registration is on a first come, first serve basis.</p>	<p>(One day only – Monday, June, 22, 2004 8:00 – 4:30</p>	<p>Hands-on session. Provides employees with basic understanding of concepts and workings of ArcGIS 8.x. The course covers fundamental GIS concepts as well as how to create, edit, and work with georeferenced spatial data. Attendees learn how to manipulate tabular data, query a GIS database, and present data clearly and efficiently using maps and charts.</p>
2	<p>Introduction to ArcGIS 1 for USDA Service Center Agencies (NCGC)</p> <p>Note: this workshop can only accommodate 16 participants. Registration is on a first come, first serve basis.</p> <p>You must register for both days in order to participate</p> <p>Participants will receive a certificate upon completion of this course.</p>	<p>Two day course on Wednesday and Thursday, June 23 & 24, 2004 8:00 – 4:50 each day</p>	<p>Hands-on session. Participants learn how to use ArcCatalog, ArcMap and ArcToolbox and explore how these applications work together to provide a complete GIS software solution. The course covers fundamental GIS concepts using spatial data stored in the GEODATA folder structure common to all Service Center Agencies. Participants will learn how to create, edit, and work with georeferenced spatial data, with particular emphasis on editing tasks that are common to all SCA workflows. Additional topics include querying a GIS database, a survey of common data formats, and how to present spatial data clearly and effectively with maps.</p>
3	<p>Conservation Tour: Yolo County</p> <p>Note: You may only register for one of the tour locations. Please select your first choice only. If there is no room on the tour of your choice, you will automatically be placed on the alternate tour.</p>	<p>Wednesday, June 23, 2004 12:30 – 5:00 PM</p>	<p>See description of this tour on page 12.</p>
4	<p>Conservation Tour: Sacramento County</p> <p>Note: You may only register for one of the tour locations. Please select your first choice only. If there is no room on the tour of your choice, you will automatically be placed on the alternate tour.</p>	<p>Wednesday, June 23, 2004 12:30 – 5:00 PM</p>	<p>See description of this tour on page 12.</p>
5	<p>Alternative Dispute Resolution (ADR)</p>	<p>Tuesday, June 22, 2004 2:30 – 4:30 PM</p> <p>Note: This is a 2 hour workshop</p>	<p>Mediation of Program Disputes is on the rise at NRCS. In FY 03, there was 58% increase in the use of mediation of Program disputes through the use of State Certified Agricultural Mediation programs nationwide. Attendees of this workshop will learn the benefits of ADR and how it improves work relationships. Real life scenarios are discussed to help participants understand this problem solving process.</p>
6	<p>Customer Service Toolkit (CST) – Next Generation</p>	<p>Tuesday, June 22, 2004 3:40 – 4:40 PM</p>	<p>Attendees will learn the new capabilities of the web-based CST.</p>

7	Exhibits & Poster Displays	Tuesday, June 22, 2004 2:30 – 3:30 PM 3:40 – 4:40 PM Wednesday, June 23, 2004 9:00 – 10:00 AM 10:15 – 11:15 AM	Exhibits will be presented by some of the National Centers and Institutes: NCGC, ITC, others. In addition, technical posters prepared by members will be on display. This is an opportunity to come and see what the centers and institutes are doing. Meet poster authors and exchange ideas that may benefit your local work.
8	Farm Bill Programs Conservation Security Program	Tuesday, June 22, 2004 2:30 – 3:30 PM 3:40 – 4:40 PM	Presentation will bring employees the latest information on the Farm Bill programs. Specifically the CSP what it means to the field. A review of existing programs. What has changed in FY04?
9	GPS Technology in the Field (NCGC)	Tuesday, June 22, 2004 2:30 – 4:00 PM 4:10 – 5:30 PM	Hands-on session. Provides employees with a basic understanding of GPS technology and how the units work. Employees will have the opportunity to actually interact with instructors, work with units in a controlled environment; instructors will provide guidance in the workings of the new technology.
10	Progress Reporting System (PRS)	Tuesday, June 22, 2004 2:30 – 3:30 PM	The session will provide information on the current status of the PRS and how it fits within the framework of the Integrated Accountability System (PRS). The workshop will discuss the impacts on the PRS on the field.
11	Mendez vs Westminster: For All the Children/ Para Todos los Niños – A Documentary	Tuesday, June 22, 2004 2:30 – 3:30 PM 3:40 – 4:40 PM	Mendez tells the story of the historic California school desegregation case that began in Orange County and ended segregation in California 7 years before Brown v. Board of Education. Among many surprises, both cases shared two key players: NAACP lawyer Thurgood Marshall who oversaw the amicus brief the NAACP contributed to the Mendez case; and Earl Warren who as Governor of California ended school segregation throughout the state soon after the Mendez case was won, and later, as the Chief Justice on the Supreme Court, wrote the decision for Brown v. Board of Education.
12	Agriculture and Air Quality – An Emerging Issue – John Beyer/Dr. Bryan Shaw	Thursday, June 24, 2004 1:50 – 2:50 PM 3:00 – 4:00 PM	With Air Quality becoming an emerging issue, it is important for NRCS employees to have a basic understanding of the issue and the specific concerns that have elevated the issue. Discussion will give basic information to develop a foundation for understanding the issue, Farm Bill Program implications, what does it mean for those that are have to deal with it.
13	Flexible Spending Account	Thursday, June 24, 2004 1:50 – 2:50 PM 3:00 – 4:00 PM	How does this account work, what are its' advantages? How can employees take advantage of it? What are the implications; tax advantages, disadvantages, impacts on retirement accounts, etc?
14	International Conservation	Wednesday, June 23, 2004 10:15 – 11:15 AM	Manual Ayala will discuss his experiences in Afghanistan: the conservationist's challenges and the assistance he provided.

15	Soil Data Warehouse/Data Mart	Thursday, June 24, 2004 1:50 – 2:50 PM 3:00 – 4:00 PM	<p>The Soil Data Warehouse and Data Mart provide a sole-source distribution point for official soil survey data used in Field Office Technical Guides, Customer Service Toolkit, and other applications.</p> <p>The Soil Data Mart is a web-based interface that allows users to identify specific soil survey areas, run reports, and download SSURGO data files. Now for the first time, NRCS can guarantee that field conservationists, technical service providers, and the general public have access to exactly the same soil survey data regardless of whether they use the Customer Service Toolkit, eFOTG, or SSURGO products.</p>
16	New Developments in Information Technology (ITC)	Thursday, June 24, 2004 1:50 – 2:50 PM 3:00 – 4:00 PM	What is coming down in terms of hardware and software for use in the field? What technological advancements should we expect in the future?
17	Soil Data Warehouse and the Data Mart	Thursday, June 24, 2004 1:50 – 2:50 PM 3:00 – 4:00 PM	This workshop will present the capabilities of the new Soil Data Mart. Attendees will learn about the types of data available through the SDW and the relationship between the SDW and other field applications, such as the CST.
18	Trends in GIS Technology (NCGC)	Thursday, June 24, 2004 1:50 – 2:50 PM 3:00 – 4:00 PM	This workshop will discuss the latest information on orthoimagery (NAIP, NAPP) and geospatial data distribution via the Data Warehouse. Participants will learn the difference between the different types of imagery and how to obtain data sets. The workshop will also present the latest information on the status of the Web Soil Survey (West Texas Telecommunications Project).
19	XP Operating System	Tuesday, June 22, 2004 2:30 – 3:30 PM 3:40 – 4:40 PM	The session will be an XP lab to allow employees to have hands-on experience with the new operating system. While close to NT, the XP operating system offers new advantages and short cuts. These are identified and discussed, giving employees an opportunity to ask questions, and be exposed to the new system.

2004 Conservation Tour Description

The 2004 Conservation Tour, organized by NOPHNRCSSE members in cooperation with other NRCS staff from Yolo and Sacramento counties and other NRCS partners, offers **two** options. (The numbers below correspond to the concurrent session number on the list of workshops on pages 7 & 8.)

3. Yolo County - Visit to three growers who developed Conservation Plans. They implemented some of the conservation practices and will include additional practices in the future.

- a. Lewis Butler – Mr. Butler has row crops and has an active EQIP contract. At this site, the NRCS partners are Yolo County Resource Conservation District (YCRCD), demo project using 319 grant funds and Yolo County Public Works.
 - Tailwater pond with sediment trap
 - Riparian habitat
 - Insectary Hedgerow (row of trees and/or shrubs along field side)
 - Reshaping roadside ditches
 - Roadside perennial native grass planting
 - Grassed waterway
- b. Roy Parcell – Mr. Parcell has an alfalfa field with an active EQIP contract for a tailwater pond and a sediment trap. YCRCD is conducting water sampling and water quality analysis to find out the effect of the sediment trap in reducing sediments and chemicals in irrigation water runoff. Sediments carried in water can clog up ditches and streams and foul the water downstream.
 - Tailwater pond with native plants planted for wildlife habitat
 - Sediment trap to recapture valuable topsoil by delaying the flow of water allowing the sediments to drop out of the water and settle in the trap
- c. John Anderson – Mr. Anderson is a recognized steward of land and water in Yolo County, who advocates the use of native grasses for several conservation practices. He is a native grass seed producer. Wetland Reserve Program (WRP) in the south of the property on marginal soils. NRCS partners include US Fish & Wildlife Service and Yolo County Public Works. Wetlands and ponds installed with past ACP funds. Practices include:
 - Tailwater ponds with sediment traps
 - Riparian habitat
 - Tree and shrub establishment
 - Roadside native perennial grass establishment
 - Hedgerows
 - Wetland restoration and wildlife habitat establishment

4. Sacramento County - Visit to the Cosumnes River Preserve and organic rice fields.

- a. NOPHNRCSSE participants will have the opportunity to visit the Cosumnes River Preserve, which holds a very special place among California landscapes. The Cosumnes River is the last undammed river flowing from the Sierra Nevada mountain range into the great Central Valley. The Preserve is dedicated to safeguarding and restoring the finest remaining example of a California valley oak riparian (streamside) ecosystem and its surrounding habitats, and restoring freshwater wetlands to increase the Pacific Flyway's populations of migratory waterfowl.
- b. Visit some organic grown rice fields located within the Cosumnes Preserve. These growers are working with the preserve to bring Certified Organic Farming, which follows wildlife friendly practices. Organic rice is harvested and also provides food for migratory birds in the winter time.

Only minutes from the State Capitol, the Cosumnes Preserve is a great example of how human uses like agriculture, recreation and education can be compatible with the natural environment.